

EXECUTIVE COMMITTEE MINUTES

April 22-24, 2025

Origin Hotel in Lexington, KY

PRESENT	Ernise Singleton	Louisiana Commissioner	Chair
	Daron Korte	Minnesota Commissioner	Vice Chair
	Greg Lynch	Washington Commissioner	Treasurer & Finance
	Laura Anastasio	Connecticut Commissioner	Leadership Nomination
	Steve Bullard	Kentucky Commissioner	Compliance
	Chad Delbridge	Wyoming Commissioner	Comm. & Outreach
	Mary Gable	Maryland Commissioner	Rules
	Kathleen Murphy	New Hampshire Commissioner	Training
EXCUSED	Dianna Ganote	US Department of Defense	Ex-officio
STAFF	Cherise Imai	Executive Director	Secretary
	Lindsey Dablow	Training & Operations Assoc.	
	Allie Thomas	Operations Coordinator	
	Darren Embry	General Counsel	
	Samantha Nance	General Counsel	
	Lorna Festa	Development Consultant	
	Tim Hall	Director of Human Resources, Council of State Governments	

ITEM 1 – CALL TO ORDER

1. Commission Chair Ernise Singleton (LA) called the meeting to order at 8:02 AM ET on Tuesday, April 22, 2025.

ITEM 2 – ROLL CALL

2. Roll call was conducted by Executive Director (ED), Cherise Imai. A quorum was established.

ITEM 3 – APPROVAL OF THE AGENDA

3. ED Imai proposed an amendment to the agenda to include the consideration of Consultant Lorna Festa of Perspectives, LLC's submitted scope of work proposal under New Business. Vice Chair Daron Korte (MN) motioned to approve the agenda as amended, seconded by Commissioner Mary Gable (MD). The motion carried.

ITEM 4 – APPROVAL OF THE MINUTES

4. Vice Chair Korte motioned to approve the minutes from March 20, 2025, as presented, seconded by Commissioner Chad Delbridge (WY). The motion carried.

ITEM 5 – STRATEGIC PLAN

5. Ms. Lorna Festa reviewed the *Strengths, Weaknesses, Opportunities, and Threats Analysis* that was created using feedback and data collected at the 2024 Annual Business Meeting (ABM) and 2024 Executive Committee (EXCOM) Spring Retreat meeting and introduced the *Strategic Plan Summary*

draft document of the new 2026-2029 Strategic Plan. The members reviewed the strategic plan summary and collaborated to determine the Commission's goals and strategies for the next three years. The working document was displayed and edited in real-time as the members modified the verbiage and context when needed. The EXCOM would revise and review the document again.

Chair Singleton recessed the meeting at 4:43 PM ET.

Reconvene

Chair Singleton called the meeting to order on Wednesday, April 23, 2025, at 8:00 AM ET.

ITEM 6 – EXECUTIVE SESSION

6. ED Imai introduced Mr. Tim Hall, Director of Human Resources, Council of State Governments (CSG). **Commissioner Steve Bullard (KY) motioned to enter executive session, seconded by Commissioner Gable. The motion carried, and the Committee entered executive session at 8:06 AM ET.**

7. **Vice Chair Korte motioned to exit the executive session, seconded by Commissioner Chad Delbridge (WY). The motion carried, and the Committee exited the executive session at 9:20 AM ET.**

8. **Commissioner Laura Anastasio (CT) motioned to create a Deputy Director position at Grade 11 for the national office. Commissioner Bullard seconded the motion. The motion carried.**

9. **Commissioner Gable motioned to direct the Executive Director to fill the Deputy Director position. Commissioner Bullard seconded the motion. The motion carried.**

ITEM 7 – REPORTS

10. **Executive Director** – ED Imai reported that the *2024 Annual Report* was complete with no questions or comments from the Standing Committees. The report was released to the full Commission in a memorandum on March 21, 2025.

11. ED Imai reviewed the *MIC3 Compact Statute Citation Correction* spreadsheet and reported that 16 states had introduced the correction during their 2025 legislative sessions, with three states indicating their intentions to introduce the correction in 2026. She recommended that states not intending to pursue the citation correction put their intention in writing for the Commission, should there be future issues with the Compact statute in those states. ED Imai confirmed that many of the states that had completed the correction were highly impacted by the military.

12. ED Imai provided the *Training and Activities Update* from the national office. Sixty-three trainings were scheduled in fiscal year (FY) 2025, with 73% of trainings held virtually. ED Imai reported her attendance at the Army Senior Leadership conference in January and the National Association of Federally Impacted Schools (NAFIS) Spring Conference in March, where she was joined by Vice Chair Korte. She was happy to announce that the Commission had been selected to present at the Education Commission of the States (ECS) National Forum on Education Policy in July.

13. ED Imai stated that two ex-officio member organizations requested to promote the compact through media publications. The Commission was featured in the Blue Star Families (BSF) National Newsletter, along with an article requested by the Military Child Education Coalition (MCEC).

14. **General Counsel** – Ms. Samantha Nance reported that she and the national office met with the California Commissioner and California Department of Education general counsel to discuss a case regarding course placement, seat time, and graduation requirements, and how to move forward to prevent similar issues and address future cases promptly. The members discussed how timely communication is imperative for case resolution and the difficulty in retroactively correcting transition issues when they are not identified and addressed early into a case.

15. Ms. Nance reported formal response letter from the Governor of Vermont was received, and a new Commissioner was appointed. The state would work with Counsel on compliance.

16. Ms. Nance reviewed the proposed edits made to the policy *2-2017 Code of Conduct* and stated the changes were intended to retain flexibility while providing metrics. The members agreed that the reasoning needed to clarify the intention to strengthen best practices and not address specific behaviors, and that the Compliance Committee would need to review the changes for approval.

17. **Commissioner Bullard motioned to accept the edits as recommended to the policy 2-2017 Code of Conduct. Commissioner Delbridge seconded the motion.**

18. **Vice Chair Korte suggested amending the motion to include the Compliance Committee's review of the policy. Commissioner Bullard accepted the friendly amendment. The motion carried.** The policy edits would be forwarded to the Compliance Committee for final review and approval.

19. ED Imai reviewed the state of Tennessee's violation of policy *3-2017 Accessing Legal Counsel*. The state's request for a legal advisory regarding ex-officio participation on standing committees was submitted directly to the general counsel. Per the policy, any contact with general counsel is initiated by the Executive Director, and any costs incurred by the Commission due to a direct inquiry may be billed directly to the state. The members discussed billing the state of Tennessee as outlined in the policy, or informing the state and the Commissioner of the cost and advising that the state would be billed after a second violation. The decision was made unanimously to notify the state of Tennessee and the Commissioner of the costs, but not to bill the state for legal fees.

20. **Communications and Outreach** – Commissioner Delbridge reported that the Ohio Commissioner suggested adding the Council of Chief State School Officers (CCSSO) to the Commission as an ex-officio member organization. The members discussed the reasoning for adding CCSSO as a member. The decision was made to request more information from the Ohio Commissioner regarding his suggestion.

21. Commissioner Delbridge summarized the *FY2025 Communications Plan* and stated the Commission was on track to complete the listed items. Operations Coordinator Allie Thomas briefed on the *Social Media and Analytics* data for FY2025, including trends seen with the website and social media accounts, and content posted for the Month of the Military Child. ED Imai introduced a cost analysis spreadsheet that reviewed historical data of collateral orders and associated costs from the past five years. She stated that the national office was using the information to track and project print orders in a cost-effective manner.

22. Commissioner Delbridge announced that the national office was working with CSG's Communications Department to leverage the expertise and resources available from the department to develop and promote Commission communications. CSG Communications requested input from the EXCOM regarding three things: which resources or products are used most frequently; which tools or materials are most valuable to stakeholders; and what resources are missing that could be added or developed? The members discussed how their states utilized the *Compact Rules* and *Parent Guide* booklets the most, and which items were requested the most by stakeholders.

23. **Compliance** – Commissioner Bullard reported that nine (9) states had not submitted their state dues payments for FY2025, with extensions requested by California and Illinois. Twenty-one states reported having held at least one state council meeting, and all states had signed their *Code of Conduct* and *Conflict of Interest* forms. The Chair reminded members that general counsel reported the Vermont Commissioner vacancy was filled, and the national office was onboarding the newly appointed Commissioner.

24. Commissioner Bullard stated the Committee would meet in May to discuss updates to the *State Compliance and Coordination* graphic, and he would introduce the new *Tier Group – Race to the Finish* graphic. The focus of the *State Compliance and Coordination* graphic was state-specific, while the focus of the *Tier Groups – Race to the Finish* graphic would be Commission-wide and encourage accountability within tier groups to uphold the Compact's reporting requirements.

25. **Training** – Commissioner Kathleen Murphy (NH) reported that the Training Committee was reviewing the current New Commissioner Mentoring Program to determine where it could be improved and asked for suggestions or recommendations from the EXCOM. One of the Committee's recommendations was to reserve tables at the ABM breakfast for new Commissioners and their mentors to sit with Training members. Chair Singleton stated that the breakfast suggestion was a good idea, and the members agreed.

26. Commissioner Murphy announced that the Committee reviewed the Parents, Schools, Commissioners, and State Councils Toolkits and condensed them into one document. The new *MIC3 Resources Toolkit* would be a valuable resource for the Commission, and Training approved the rebranded guide for review and promotion by the Communications & Outreach Committee.

27. Commissioner Murphy informed the members of a presentation provided by Delaware Commissioner Jenn Davis on the collaboration between the Delaware Department of Education and Wilmington University to incorporate the Compact 101 Training into the university's school counselor certification course. Commissioner Murphy stated the program had a lot of potential for success and expressed her intent for the Delaware Commissioner to present on the program and results at the 2025 ABM.

28. **Rules** – Commissioner Gable stated the Committee was reviewing historical case and inquiry data to determine if there were any trends or patterns that the Committee needed to address. There was nothing currently significant within the Rules that would need to be amended or establish a new rule. The Committee would discuss the verbiage regarding the dues increase once the Finance Committee provided it for review.

29. **Finance** – ED Imai reported that the Commission was on track to end the fiscal year under budget. Treasurer and Commissioner Greg Lynch (WA) stated the Committee would review the *Member Benefits* document that outlined what was paid for by state dues, and include slides on the benefits to present during the ABM.

30. Commissioner Lynch introduced the *Compliance Fee Policy* document drafted by the Compliance Committee following the Finance Survey conducted at the 2024 ABM. Commissioner Bullard his Committee's suggestion to assess compliance fees using a flat fee structure and to keep the dues separate from the other requirements. Member discussed assessing compliance fees and the need for addressing states that were chronically late in submitting compliance requirements.

31. Commissioner Lynch reviewed the discussion that was held at the 2024 ABM regarding ex-officio participation. ED Imai reminded the members that most ex-officio representatives did not submit travel reimbursements for their attendance at the ABM and that the Military Impacted Schools Association (MISA) provided \$3,000 as sponsor of the meeting reception. Ms. Nance stated that similar organizations did not assess dues directly on member states, and oftentimes, the ex-officios were the financial backers who granted funds to the organization. The members discussed the roles of ex-officio members and the financial responsibilities of the Commission.

32. **Department of Defense (DOD)** – ED Imai reported the DoD Defense-State Liaison Office (DSLO) requested feedback from the commission regarding the National Defense Authorization Act and Pennsylvania State Clearinghouse report. Members agreed to thank the DSLO for the report. Additionally, DSLO inquired about if the Commission: 1) believes Open Enrollment can be achieved via the Compact?; 2) "Generally what is the Commission's viewpoint on Open Enrollment?" The EXCOM determined the Commission's position was one of neutrality as member states had varied stances on the matter. In addition, DSLO submitted concerns regarding a state commissioner testifying against the Open Enrollment bill introduced by their office, The DSLO was concerned about Commissioners not contacting the Regional Liaisons ahead of hearings to discuss concerns and generally blind siding them before bill sponsors and legislative committees. They felt the DSLO and Commission both represent the interests of military connected children therefore public contradictions are not in the children's best interest. They desired to establish some underlying principles for addressing MIC3 opposition to the DSLO priorities. The members felt it was not appropriate to direct the 50 member states on issues outside of the compact or provide a directive on what they could or could not testify on. The Committee directed Counsel and ED Imai provide an official response from the Commission based on discussion.

33. ED Imai reported the DOD was pulling new data from the Defense Enrollment Eligibility Reporting System (DEERS) for Finance to review at their next meeting in May and approve in June. Finance would need to decide if the data utilization would be annual or on an established timeframe.

Chair Singleton recessed the meeting at 12:21 PM ET.

Reconvene

Chair Singleton called the meeting to order on Thursday, April 24, 2025, at 8:03 AM ET.

ITEM 8 – OLD BUSINESS

34. **2025 Annual Business Meeting** – Training and Operations Associate Lindsey Dablow reviewed the *Cost Analysis and Projection* spreadsheet, stating there would be a reduction in audio/visual costs and meeting room rental fees with sponsorship from the National Federation of State High School Associations (NFHS). She noted that travel restrictions on federal personnel could prevent many School Liaisons from attending. Compared to similar organizations, the Commission's ABM registration fees were aligned with other conferences of similar mission, audience, and size. The members agreed not to increase the registration fees for the 2025 ABM.

35. ED Imai announced that the digital docket book used during the EXCOM Spring Retreat meeting was a pilot opportunity, and utilizing a digital format would reduce costs. Members agreed the digital version was easy to follow and would eliminate costs for printing and shipping. The digital docket was approved for the upcoming ABM.

36. Ms. Dablow reported that the ABM could be held at smaller venues if the U-shape seating layout was eliminated in favor of legislative-style seating. She provided two seating charts incorporating the state Commissioners and Ex-officio members seated alphabetically in rows, with the EXCOM and panelists seated at the front of the room. The Committee decided to use the legislative-style seating in 2025.

37. The members discussed themes for the 2025 ABM and decided on "Bridging the Gap: Supporting Education Transitions Across States." The agenda was reviewed to determine if the Commission should reserve breakout rooms for one day or two. The food and beverage minimums were calculated based on how many meeting rooms were reserved for each day. The members agreed on the agenda items and decided to hold all breakout sessions on the first day to eliminate the need for additional rooms on the second day.

38. **2026 Annual Business Meeting** – The members reviewed the 2024 ABM polling data regarding Commissioner preferences for holding the ABM in-person or virtually to determine the format for the 2026 ABM.

39. **Commissioner Gable motioned to hold the 2026 ABM in person. Commissioner Delbridge seconded. The motion carried.**

40. **Commissioner Gable motioned to host the 2026 ABM in Indianapolis, Indiana. Commissioner Bullard seconded. The motion carried.**

41. **Association Management System** – Ms. Dablow reported that the national office reviewed six (6) association management systems and eliminated three (3) that were not compatible with the Commission's needs. Joyn, HubSpot CRM, and Zoho CRM were evaluated, and a comparison of the software features and support was shared with the EXCOM. The Committee approved the national office to continue researching HubSpot CRM and Zoho CRM. The EXCOM requested an update at the May meeting.

ITEM 9 – NEW BUSINESS

42. **Tier Group Spring Meeting: Discussion Items** – The members discussed holding meetings in May/June and agreed on the agenda topics.

ITEM 10 – OTHER BUSINESS AND ANNOUNCEMENTS

43. **Summarization and Way Forward** – ED Imai stated the next EXCOM meeting was scheduled for Thursday, May 15, 2025, at 1:00 PM ET, and Compact 101 Training on Friday, May 23, 2025, at 12:00 PM ET.

ITEM 11 – ADJOURNMENT

44. **Commissioner Bullard motioned to adjourn. Vice Chair Korte seconded. Motion carried.** The meeting was adjourned at 11:02 AM ET on Thursday, April 24, 2025.